

July 2006

UNITY



Take Action!

Become Involved in Your
Union, Your Community,
and your Country.
We'll tell you how.



Make your voice heard!



The official publication of the Transport Workers Union Local 556, representing the Flight Attendants of Southwest Airlines.

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TWU Local 556 Editorial Policy:

Letters to the Editor may not be considered if the length of the submission exceeds 200 words (depending upon space available in the issue). All letters must contain your name, base, employee number, and contact information.

Submissions of articles to be printed in **UNITY** will not be considered if they are too long, libelous, defamatory, not factual, in bad taste, or are contractually incorrect. The TWU Local 556 Editorial Team reserves the right to edit any submissions that are received for the purpose of publication in **UNITY**. Submissions are due by the first of the month prior to the month of publication, and are considered on a space available basis.

The views expressed in **UNITY** do not necessarily represent those of TWU Local 556 or TWU International.



From the Editor's Desk

Taking Action... What does that mean to you? For some, it means getting completely involved - being immersed in something you believe in. For others, it's just making a simple statement. But I don't think anyone would define it as sitting back and letting the world "happen" and not making a statement of your own.

My thought is that it means to become involved in the process - participating, being educated, and making your voice heard.

As this issue goes to press, our country just celebrated the 4th of July. Our independence. What a great place we live in. We truly have the power to shape our futures in our vote, but sadly, many, MANY people don't exercise that right. In our last Union election, less than 1/3 of our Members voted. In our most recent primary elections in California, as few as 20% of California's eligible voters cast their ballot. Too many of us get angry about the decisions our leaders make, whether it be in our Union, in our communities, in our states, or in our country, but consider this. The majority of those who complain DID NOT VOTE! We simply have to do better than that. We can start here, by encouraging each other to first register to vote, then to actually do it. Elections are coming up in November. Check out the article I wrote on page 12 for more information on how you can take part in the process.

I'd like to welcome our new Board Members who are making their "UNITY Debut" with their articles this month. They did a great job and it is a pleasure to work alongside them. There is some great information in the following pages. I hope you read it, learn from it, and enjoy it. Oh yeah, and register to vote!

In solidarity,

Allyson Parker-Lauck
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PRESIDENT'S PAGE

by Thom McDaniel - TWU Local 556 President

With our focus on legislative awareness in this issue of *UNITY*, I felt this would be the right time to address the most recent news regarding the Wright Amendment. Our

Members, Company, and Customers have learned a valuable lesson in the political process with the recent agreement by Southwest Airlines, American Airlines, DFW Airport, and the cities of Dallas and Fort Worth to make recommendations to Congress to repeal the Wright Amendment.

If approved by Congress, it will address the most important concerns of all the players.

- Through-ticketing would be allowed immediately allowing better flight schedules for our Crews and our Customers.
- The size of Love Field would be limited even more to protect homeowners around the airport from noise and pollution.
- American Airlines will have more time to recover from financial woes.
- DFW and Love Field will both remain open and grow.
- The Wright Amendment will be lifted completely in 8 years.

With any compromise, there is give and take, and it appears that for our faithful Wright Amendment opponents there was a lot of give for what we took. As one of our Contract Negotiators eloquently stated during Contract Ratification Meetings, "It's negotiations, not Christmas - we don't always get everything we want."

Many of our Members and Customers have been disappointed that the Wright Amendment was not lifted completely, and no one wants to wait 8 years to get rid of that ridiculous law. Why did we do it then? I would have loved to have been a fly on the wall during those negotiations, but at this point we can only speculate.

After spending time writing letters, making phone calls, and visiting Congressional Representatives in their home districts and in Washington, our Members became very aware that although the Wright Amendment is a national law, our elected representatives favored a local solution. Since most elected officials are not willing to go out on a rope to do the right thing without a corresponding benefit, this compromise gives them the ability to correct a bad law

with the support of the affected community.

After our victory in Missouri, some hoped that we could repeal the Amendment on a state by state basis. We probably could have done that, but it could have taken years and cost a lot more than SWA was willing to pay. While through-ticketing will not allow immediate long hauls from Dallas, it will allow less restriction in our flight schedules, more convenient schedules for our Customers, growth, and better schedules for our Dallas Domicile.

After spending years in court for the right to fly out of Love Field, SWA will not have to fight the certain legal battles that seemed to be waiting on the horizon. Our Company can now focus our resources on maximizing the potential of the agreement for our growth and continued success.

While limiting the size of Love Field prevents the explosive growth that our Dallas Members would like, it also gives Southwest a near monopoly on the airport. Eventually we will be the only carrier who can realistically provide frequent, low fare flights from Love Field to anywhere in the country.

In spite of the fact that we were not able to achieve complete and immediate repeal of the Wright Amendment, our Union did achieve a major victory. We were able to put our grassroots and organizing skills to work on this issue just as we did during negotiations and partner with our Company for the good of our collective futures. While American Airlines had to commit millions of dollars to fight the repeal, we committed our people. That in itself is a victory. Now it is in the hands of Congress who can still make changes, so it is important for us, our families, and friends to let our elected officials know what we want.

As we focus on legislative awareness and action, please commit yourself to becoming part of the wonderful grassroots efforts at which our Union excels. We still have many issues that affect the lives of our Flight Attendants, Labor, the airline industry, and our Company that need our support. Whether you write letters to your Congressperson, campaign and vote for Labor friendly candidates, visit Capitol Hill, march in a rally, or simply become a new COPE Member, please make a commitment to take the opportunity to become politically involved.

As we have learned from our Negotiations and the Wright Amendment, we may not have a lot of money, but with committed people we can win every battle every time.

Calendar of Events:

What's going on in
your Union?

AUGUST 2006

MEMBERSHIP MEETING*

ALL TIMES ARE LOCAL

BWI

DATE/TIME: Tues., 08/08/06 at 10:00 AM

LOCATION: BWI Airport
BWI Observation Gallery
(Located in the Terminal
Bldg between piers B & C)
(410) 859-7683

MDW

DATE/TIME: Wed., 08/09/06 at 10:00 AM

LOCATION: American Legion
Clearing Post 600
4352 W. 63RD Street
(773) 767-0230

MCO

DATE/TIME: Thur., 08/10/06 at 10:00 AM

LOCATION: Hawthorn Suites MCO
7450 Augusta National Dr.
(407) 438-2121

HOU

DATE/TIME: Fri., 08/11/06 at 10:00 AM

LOCATION: Hobby Airport
The Cloud Room
(713) 641-7723

DAL

DATE/TIME: Mon., 08/14/06 at 10:00 AM

LOCATION: Holiday Inn Select Love Fld.
3300 W. Mockingbird Lane
(214) 357-8500

OAK

DATE/TIME: Tues., 08/22/06 at 10:00 AM

LOCATION: Oakland Airport
Esther Love Conf. Room
(Take elevator to 2nd Floor,
Go through wheelchair
accessible door, turn left,
room is on right)
(510) 563-6424

PHX

DATE/TIME: Wed., 08/23/06 at 10:00 AM

LOCATION: PHX Sky Harbor Airport
Terminal 3 - Level 3
(Past the food court, next
to the art gallery)
(602) 273-3382

MEETING AGENDA: General Business,
Vote on Motion Re: Assessment
Fee/Secret Ballot.

* All sessions constitute the meeting.

**GENERAL UNION MEETING - OPEN
TO MEMBERS ONLY - ID'S WILL BE
CHECKED**

Crew Member Self Defense Training Schedule

To enroll in the CMSDT Program, simply select the community college location of your choice from the list below and call or write the designated point of contact. They will provide you with all necessary details and requirements for attendance, and assist you in enrolling in a training date of your choice. Please be sure to check **www.tsa.gov** often (click "Industry Partners", then "TSA Pilots and Programs", then "Crew Member Self Defense"), as new training dates will be announced. Please see the website for class locations and contact numbers.

Atlanta, GA:

July 12, 13, 14; August 26, 27; September 13, 14, 15

Charlotte, NC:

Training Dates TBA

Chicago, IL:

July 13, 20, 27; August 10, 17, 24; September 14, 21, 28

Dallas, TX:

July 11, 12, 13; August 15, 16, 17; September 12, 13, 14

Denver, CO:

July 27, 28, 29; August 24, 25, 26; September 21, 22, 23

Los Angeles, CA:

July 12, 13, 14; August 9, 10, 11; September 13, 14, 15

Miami, FL:

July 11, 12, 13; August 15, 16, 17; September 12, 13, 14

Philadelphia, PA:

Training Dates TBA

Phoenix, AZ:

Training Dates TBA

San Francisco, CA:

July 21, 27; August 10, 24; September 12, 21; October 5, 19

Washington, DC:

July 11, 12, 13; August 8, 9, 10; September 12, 13, 14

Direct Link to Class Schedule:

http://www.tsa.gov/public/interapp/editorial/editorial_2777.xml



BALTIMORE

*by Lucy White-Lehman, BWI Flight Attendant #34900
BWI Domicile Executive Board Member*

Hey Baltimore, I've been back for 4 months now. There have been a lot of changes (some good, some bad), but I guess that's the way things work.

AS THE BASE TURNS AND TURNS

Put your surprised face on - more changes in the office. Ruth Abney, RT Supervisor, and Dennis Broadwater, Inflight Supervisor both left the Company. BWI has 3 new Supervisors: Robert Baker #76281, Anna Boardman #80385, and Roger Proudfoot #78002. Robert Baker graduated from training in January 2005. Anna Boardman is currently in training now and will graduate on June 24. Roger Proudfoot graduated in July 2005. Ok, so who is my Sup again?

RUNWAY ON THE RUNWAY

The 2nd Annual Runway on the Runway was May 6, raising approximately \$20,000 for Ronald McDonald House. It was such a great event and a huge success for our base. Ruth Abney was the creator and main organizer. Ruth decided to leave the Company and took a job with a pharmaceutical company. I can honestly say, she was the best Supervisor I have ever worked with and will be missed by everyone. BWI was lucky to have her as a Leader in our base.

3RD QUARTER MEMBERSHIP MEETING

Save August 8, 10am-12pm, for the next Union Meeting. I was able to work a little magic and secure a meeting space for future Union meetings on airport property. The August meeting will be held on airport property, FINALLY, at the Observation Gallery in BWI Airport, August 8, from 10:00 AM - 12:00 PM. Items on the agenda are general business and conducting a re-vote by secret ballot for the assessment fee.

DR'S NOTES ARE BEING QUESTIONED

Beware... If you turn in a doctor's note in BWI and someone in Management believes the note has been falsified, Management will contact your doctor without notifying you to verify the authenticity of the note. It is very important that you communicate with your doctor that if the office receives any correspondence from Southwest that you should be notified immediately.

SECURING THE LOUNGE

Hopefully, by the time this is published, BWI will finally have a secure lounge. This has been a problem since we moved to the 'A' Pier. I can't reveal details of this security flaw in case this article was to fall into the wrong hands, but I have been told that the proper equipment has been ordered and it's waiting to be installed. We are the only base that doesn't have a secure environment to work in.



CHICAGO

*by Kyle Whiteley, MDW Flight Attendant #35350
MDW Domicile Executive Board Member*

Wow! Being your Domicile Representative is the most important thing I have ever done

in my life. The smallest decisions made can affect so many people for such a long time. Please trust that the Board puts a lot of thought into these decisions and I am truly amazed with the group of Flight Attendants

that make up the Leadership of our Union. As your representative on the Executive Board, I am charged with bringing the Chicago Base issues to the table. I am only able to do this when you communicate your needs to me. Feel free to call or e-mail me and I will respond to you.

Don't forget check rides are back, 50% announced and 50% unannounced. Daryl Krause told the Board that they will try not to focus on smaller

issues, but rather on safety.

Since we have many commuters in the MDW base, it is important that you plan on flights overselling even if they aren't booked full because Southwest is "tankering" fuel. They're purchasing it at lower prices at some airports and carrying the excess fuel with them to the more expensive airport. Please allow yourself extra time and flights to make it to work.

I am trying to acquire a safe for us on Concourse 'A'. Simon is open to the idea, now we have to do some leg work to find a safe and somewhere to place it.

Summer finally lands in Chicago. Take the time to hit the street festivals and see why those of us that live here endure the winter months. Jazz Fest, Movies in the Park, and so many more events can be found at www.chicagoparkdistrict.com. Also Tutankhamun and the Golden Age of the Pharaohs is at the Field Museum. This is a remarkable exhibit with pieces that have never been displayed in the United States.

I have discovered a great car sharing program in

Chicago that I want to let you know about. I-GO is a car sharing service that gives you an affordable alternative to owning a car. I-GO is a membership-based not-for-profit organization. I-GO members have 24 hour access to cars conveniently located in reserved parking near their homes. Individuals can reserve vehicles and pay only for the hours and miles they drive. Go where you want, when you want, just like owning a car! Insurance and gas are covered by I-GO! Check them out at www.flexcarnetwork.com and just click on Chicago.

Finally, if you are able to come to my summer party on July 29, from 2:00 – 7:00 PM, I would love to see you there. I would like for us to get together outside of work, hang out, and have a good time. I've got the burgers and brats; you can get drinks at the bar next door or BYOB and leave them in coolers on my porch. Afterwards we will make our way to the lake to watch the fireworks for Venetian Nights. It is a spectacular show, and worth the effort to get to Grant Park.

Have a great summer and be safe.



DALLAS

*by Gwen Dunivent, DAL Flight Attendant #3095
DAL Domicile Executive Board Member*

Hello Dallas!! I am thrilled and honored to be your new Domicile Executive Board Member for the

Dallas base. Elections are always stressful, especially here in Dallas where we all know each other, and many of you are friends with both candidates. I'm glad that the election is over, and we can focus our attention 100% where it should be on representing our great Membership.

The election results were remarkable in that I am one of only two Officers elected who lives in Dallas. The Local Office requires a minimum of two officers on full time staff every day for many reasons, not the least of which is signing checks. So, while it was not my intention to work in the Local office full time, I have stepped up to my responsibilities as an Officer, and am currently working on the Grievance Team that prepares cases for the Board of Adjustment and

Arbitration.

After flying full time for 26 years, the adjustment to office life has been challenging to say the least, but it is vital, rewarding work that we do in the Office, and I am humbled by the task. We currently have an incredibly talented staff in the Local Office, with a wealth of knowledge and boundless patience, which have each helped make my transition as smooth as possible. My heartfelt thanks go out to Kathy Anderson, Shae Grajeda, Amy Montgomery, Amy Neeper, Becky Parker, Catherine Rea, Denny Sebesta, Michelle Zenici, and of course, my fellow Officers and Madeleine Howard.

Congratulations to the Dallas base for winning the Special Achievement Award for the best handling of liquor money!! You guys rock!! We also have a few new members of the Management Team in Dallas to welcome aboard. Ken Oakes is a new Supervisor in our base, and he brings experience as a SWA Flight Attendant, as well as a CSA. We also have a new coor-

dinator, Annu Ramesh, who joins us from Orange County where she was the station coordinator. Welcome Ken and Annu!!

We have a unique committee in the Dallas base that is very special. It is called the “Fly for Luv” Committee. Fly for Luv was founded by Mary Ellzey, and is co-chaired by Shannon Biondo. Fly for Luv’s goal is to keep the family-fun atmosphere and the Southwest Spirit alive in Dallas by sponsoring charity events, as well as social gatherings. Fly for Luv currently has about thirty members, and is open to any and all Dallas Flight Attendants. They meet the second Tuesday of every month, so watch their bulletin board in the Dallas lounge for details

Lastly, I want to leave you with a few reminders:

- Close your screen after you check in.
- The Contract is very clear that sick leave must only be used for the Flight Attendant’s own illness. Please don’t take any chances of being accused of abuse of sick leave.
- Familiarize yourself with our new No-Show policy which is outlined in Read Before Fly #2005-281. You can access this memo either in the Dallas lounge or at SWALife under “Inflight”.

Please call me any time if I can assist you, or if you just want to visit! The number is 214-352-9110, x 40. Thank you for this opportunity to serve each of you.



HOUSTON

*by Jill van der Werff, HOU Flight Attendant #18133
HOU Domicile Executive Board Member*

Greetings Houston! I would first like to say “Thank You” to all of you who voted in the Officer

elections and that I look forward to serving all of you over the next three years as your Domicile Executive Board Member. I would also like to say “Thank You” to Kim Zimmer for stepping up to the plate and running for the position as well. The Houston Base has had strong representation by Stacy K. Martin over the last 6 years, and his passion for the rights, quality of life, and working conditions of all Southwest Flight Attendants has carried him to the position of 2nd Vice President of our Local. Congratulations Stacy!

By now you’ve all had the opportunity to fill out my survey and return it to me with your contact information, answers to the questions asked, and had an opportunity to communicate concerns on the back of the page. A special “Shout Out” goes to Dean Meyer for being the first person to return the survey to me! As of June 10th, approximately 10% of the surveys have been returned and out of those returned, about half of you want to be reminded electronically of our quarterly Membership Meetings. Our next Local meeting is on Friday, August 11th at 10:00 AM in the Cloud Room located on the “C” concourse. If you’re

not able to make it to the Houston Meeting, you’re welcome to attend any Domicile’s meeting. Since many Houston Flight Attendants live in or close to Dallas, that meeting might be easier for you to attend. It is Monday August 14th at 10:00 AM at The Holiday Inn Select Love Field. There is a hotel shuttle for those who might be flying in to attend that meeting.

Overwhelmingly, the top concerns of Houston Flight Attendants are Scheduling issues, specifically the lack of SIP’s and the number of 4-day trips being built and left uncovered in Open Time. Your concerns are my concerns too, and Management’s line is that we need to be more productive in order to keep our bottom-line costs manageable. I will address this specifically with Daryl Krause at our next Executive Board Meeting and let you know exactly what he tells us. Look in the Houston TWU 556 glass case for his answer. The other top Scheduling issues are the way VJA trips are being offered and Scheduling “hiding” trips. Many wonder why VJA is being offered at the same time that Reserves aren’t being utilized. Many also believe that Scheduling is hiding trips by keeping them out of Open Time or placing them on a reserve’s line without notifying the Reserve Flight Attendant. The only way Scheduling can be held accountable is to document the specific facts and get it to both SWA and TWU. If you can document this,

write up an Irregularity Report, and fax a copy to the Union Office.

Senior Management has been heard saying that they're not aware that we don't like the number of 4 day trips being built and the fact that SIP's have all but disappeared from our trips! It would, however, be very difficult to ignore 500 IR's on the subject!

If you haven't turned your survey in yet, I would

like to encourage you to do so! Next time I will put my name and my title on the top of the page so that there's no doubt as to who is asking for information. I ask for your forgiveness for my "freshman" mistake! My mailbox is always open to you! My personal E mail address is jillonthepark@cox.net and my Union cell number is (832) 754-8110 (Stacy's former Union number). You're welcome to contact me at any time.



OAKLAND

by Mark Torrez, OAK Flight Attendant #68592
OAK Domicile Executive Board Member

Loads are up, there are more pre-boarders, and there is more turbulence and more carry-

ons. It must be summer time! There is much going on these days in the Bay Area and more importantly the Oakland crew base. So where do I begin?

NEW HIRES

Welcome class 222! We are so excited to have you here in OAK. I hope that you want to be here in OAK, but if you are hoping for a transfer soon, I encourage you to enjoy your time here in the Bay Area and experience all it has to offer. In other words, get out of the immediate airport area. Sight-see in San Francisco, wine taste in Napa Valley, hike up in Yosemite, walk the boardwalk in Santa Cruz, or just people-watch in Berkeley. Check out www.511.org for Bay Area traffic info, public transit, cycling, and more. Have fun!

OAK AIRPORT CONSTRUCTION UPDATE

I know we're all curious as to when we get to start occupying new gates. Well, I haven't been able to get any answers from Management (no one seems to know anything) so my only resource has been the internet. According to www.oaklandairport.com, the new baggage claim area will be open soon. That part of the new building is done and was dedicated on May 16. It will feature three brand new carousels which each have enough capacity to handle baggage from two Boeing 737 jets. There will be two down escalators, a staircase and an elevator, all adjacent to

each other, offering more capacity to quickly transport travelers from arrival gates to baggage pick-up.

Hopefully the new gates will be ready soon after the baggage area opens, but I've heard there has been a delay due to mold. I'll keep you posted.

PARKING

Nothing new to report except that we still have no security. I guess since there hasn't been any violent crime YET, Southwest Airlines and the port of Oakland will continue to turn a blind eye to the lack of a secured parking for its employees.

SCHEDULE

Good news for Boise commuters! There will be one additional non-stop added on August 17th. Also, we will see another long haul from OAK to BWI.

PLANNING

We lost several VR lines for July. I know many senior people who bid Reserve to hold VR lines because they seem to be "better" lines than what they can hold in the first round. That probably won't be the case for much longer. Planning is not willing to have VR lines that only pay 78 anymore. They want our VR's to fit into the "14-day" work month that seems to be their goal.

Guess what that means for VR's - lines with only 48-hour blocks off! Add bad VR lines to bad bid lines and what do we have left? EVERYONE gets a bad schedule. Want to voice your concerns? Email inflight.planning@wnco.com and tell them what you want (and from what I've heard it's not 4-days!) .

This brings me to my next topic. Over the last

several years Flight Attendants on our Scheduling Committee from HOU/PHX/MCO have been writing our lines. While they have done the best job they can with the tools they've been given, I think we need an OAK Flight Attendant who flies our lines that will truly understand what we want and need. If you are interested, please let me know, and I will help you get in touch with the correct people and let you know what will be expected of you. It is vital that our voice is heard in this process.

BASE MANAGEMENT

The door continues to revolve in the OAK office. We have just welcomed Brett Salyer from Northwest Airlines and Carla Caroland from Independence Air. The third Supervisor that was recently hired failed to pass training. Amy Flores is scheduled to return to the line in the next few months and I have no doubt that

others will follow. I highly encourage everyone to stop by the office and make sure you know who your Supervisor is (as it may have changed without you knowing with all the new staffing).

CREW MEMBER SELF DEFENSE TRAINING

I recently attended a class and HIGHLY recommend that all of you do too. It was very realistic and hands-on. Starting in July the class will be shortened to one-day to accommodate our schedules. To find a class near you visit www.tsa.gov and click on the "Industry Partners" link, or look on page 5 of this issue.

I'll leave you with this. "Summer months are stressful on the dirty bird, don't work too much!" Oh and wear your Union Pin! (If you need one, please just leave a note in my box or send me an email at mtorrez@twuatd.org). Thanks for everything you do!



ORLANDO

*by Susan Kern, MCO Flight Attendant #45511
MCO Domicile Executive Board Member*

Hello Orlando! I'd like to take a moment to reintroduce myself. I'm Susan Kern, I have been a Southwest Flight Attendant for 8 years, was based for 5 years in OAK and now 3 in MCO, and have served on various committees since I became involved with Union work 5 years ago. My goal is to represent you and the Orlando base to the best of my ability.

On the backside of my letter of introduction was an explanation for the quality, or lack thereof, of the VR Lines that we experienced for the July bid period in MCO. Folks, I had a very long talk with Lisa Trafton, the new Chairperson of the Scheduling Committee. Unless new tablets are delivered from the mount (and that is HIGHLY unlikely), the rule of Bid Lines and VR Lines being built to an average scheduled days worked of 14 will remain in place, with the goal of 1 reserve to every 4 Flight Attendants. What you saw in the July bid packet is fairly representative of what you will see in the future. The main variable will remain the number of Pairings that are pulled from Line

Holders to accommodate vacation. We're seeing a return to the productivity levels we worked pre-9/11. I've posted a copy of the explanation in the Union case, should you like to read it again.

Since we're on that note of productivity... I don't know about you, but I'm all for improving on-time performance. HOWEVER, this new practice of boarding so darn early that many times the aircraft wasn't even SCHEDULED to have arrived for another 10 minutes when the OPS agent starts boarding is ridiculous! Combine that with the whole being-in-boarding-position-for-the-duration-of-boarding, and we are definitely seeing the short end of this stick. Your Executive Board has had conversations with Daryl Krause about this, and it appears he feels it's an isolated situation, confined to certain OPS Agents. Maybe yes, maybe no. That's not my experience. What is yours? Please fill out an IR for each and every flight where OPS tries to start boarding before scheduled arrival, or when you feel it was excessively early. For example, did boarding begin 30 minutes prior to push when the load was only 45? That's the kind of information we need.

The next Membership Meeting for MCO will be on August 10 at 10:00 am local time at the Hawthorne Suites Hotel. The times and locations for all upcoming Membership Meetings have been posted in the Union glass case. Please make every effort to attend. There will be a re-vote on the Negotiations Assessment Fee. The vote last year was taken by show of hands, and it was brought to our attention that Federal Labor laws require that such a vote be taken by secret ballot. This

revote serves to correct this mistake.

We have some new Shop Stewards in MCO. Please take a moment to thank Annette Golka, Elias Kalantzis, and Rob Riddell for stepping up to the plate alongside Bobbie Celmer to help represent the Membership during Fact Finding Meetings.

Please contact me with any questions or concerns at 321-695-6683 or at skern@twu.org. I'll get back to you as quickly as I can.



PHOENIX

*by Michael Broadhead, PHX Flight Attendant #33877
PHX Domicile Executive Board Member*

On June 14, 2006, I took the TWU Oath of Office to serve as the Domicile Board Member for the

PHX base. Bill Bernal resigned his position on June 10, and he recommended me for the position. I take that as a compliment coming from Bill and consider it an honor to work for the Flight Attendants of Southwest Airlines. As most of you know, I fly the line, so you will see me in the lounge and on the planes just as before. The one exception will be each month, during the second week of the month, I will be attending Executive Board meetings held in Dallas where we review all grievances and conduct general Union business.

Since taking the Oath of Office, I have been on the move! I participated in the remainder of the Board Meeting that week then worked in the Union office for two days after that. My first priority once taking office was to ensure the communication loop was completed so that no work for the PHX domicile would be disrupted. Bill and I have coordinated during the transition, and the transition has been very smooth.

As Board members, we are sometimes asked to take on additional responsibilities. While working in the Union office in Dallas last month, I assisted the Treasurer doing data entry for New Hires, attended the TWU initial training New Hire presentation, and attended the New Hire dinner sponsored by our Union. I have also been working on coordinating the move of our Local's office in Dallas to a new location.

Since then, I had a very productive meeting with

the two Assistant Base Managers in PHX. I then wrote and distributed my "intro" letter to each mailbox in the PHX domicile on the 21st. In addition, I also wrote letters to each PHX Shop Steward.

Kudos to PHX Shop Steward Mark Savage for his determination over the last year on working with PHX Inflight on getting "Dish TV" approved for the PHX lounge! Mark was like a "Chicken on a June bug" in his determination to get this for all of us! Kudos also go out to PHX Shop Steward Teina Woerth for volunteering at the LUV Classic! Congratulations also to Ronni Hardiman for the award she received at this year's Company anniversary party.

Lounge remodel update: The last I was told, due to countless delays in obtaining permits, our lounge remodel has been delayed for a long time.

Terminal 4 (T4) in PHX has just completed a huge renovation of the entire third level inside the main terminal just out of security. T4 now has many different types of food, new shops, and ample seating areas. If you have time, put your bags in the lounge and enjoy the many locations in the terminal.

I conducted my first PHX lounge mobilization on June 21, and I began to gather names and email addresses for PHX Flight Attendants so that I can begin to build a database which will enable you to receive base-specific information. If an issue comes up requiring us to take action on a local level, this database will allow us to get the word out immediately. Please drop your email addresses in my mail box #33877. These email addresses will not be used for anything other than base related issues.

GET OUT THE VOTE:

Take charge of your
OWN future!

by Allyson Parker-Lauck
TWU 556 Board Member at Large

Flight Attendants come in all shapes and sizes. We have interests as varied as probably any group could have. The same could be said about our political leanings. Some of us lean left, and some to the right, but one thing I would hope that we all have in common is that we are registered to vote, and that we actually TAKE PART in the political process.

The most common reason I hear why people don't participate in the process goes something like this, "All I know about a candidate is what the other candidate says in attack ads. On ballot issues, I don't have enough information to make an informed decision. So I just let other people decide."

It doesn't have to be that way. Before most every election, registered voters in areas around the country receive a booklet from the League of Women Voters (LWV). Guys, don't let the name fool you. While the League of Women Voters was founded during the women's suffrage movement, today it provides information and empowerment to ALL voters, regardless of sex.

The LWV doesn't endorse or oppose ANY political candidate. Their focus is to provide unbiased information to voters on candidates and issues so that voters can make their own educated decisions. I copied the following from the LWV website:

The League of Women Voters was founded by Carrie Chapman Catt in 1920 during the convention of the National American Woman Suffrage Association. The convention was held just six months before the 19th amendment to the U.S. Constitution was ratified, giving women the right to vote after a 57-year struggle.

The League began as a "mighty political experiment" designed to help 20 million women carry out their new responsibilities as voters. It encouraged them to use their new power to participate in shaping public policy. From the beginning, the League was an activist, grassroots organization whose leaders believed that citizens should play a critical role in advocacy. It was then, and is now, a nonpartisan organization. League founders believed that maintaining a nonpartisan stance would protect the fledgling organization from becoming mired in the party politics of the day. However, League members were encouraged to be political themselves, by educating citizens about, and lobbying for, government and social reform legislation.

This holds true today. The League is proud to be nonpartisan, neither supporting nor opposing candidates or political parties at any level of government, but always working on vital issues of concern to members and the public. The League has a long, rich history, that continues with each passing year.

SO, ARE YOU REGISTERED TO VOTE?

If the answer is no, I must ask, "Why?" Contrary to popular belief, registering to vote does not guarantee that you will be called for jury duty. In fact, most states draw their jury pool from a wide range of sources including voter lists, drivers license lists, motor vehicle records, etc. So no, you're not guaranteed to be called, and aren't much more likely to be called than somebody who is not registered to vote but has a driver's license or registered vehicle. I have been registered to vote since I was 18 years old, and have been called only twice, once when I lived in Colorado, and once since I have lived in California.

So no more excuses. Get registered to vote. It is easy, and we are going to tell you how. November is just around the corner, and along with the national mid-term elections, there are many important state and local elections on the horizon. Once registered, contact the League of Women Voters and get information on the candidates and the issues that you will see on the ballot. There's no need to feel like you don't have the information you need to make an educated decision on election day.

HOW DO I REGISTER TO VOTE?

It's easy. Go to **www.lwv.org** (The League of Women Voters website). On the right hand side of the page, click the link titled, "Register to Vote" and follow the instructions. This will assist you in either registering online in areas where online registration is available, or direct you to where you need to go to find out the information.

Once election day nears, if you don't receive a voter guide from the LWV, simply visit their site again, **www.lwv.org**, and click the link on the right hand side that says, "Learn about Candidates" or "Get Election Information". No more excuses. As Brett Nevarez says, "It's time to put up or shut up". More gently, those before us fought too hard for this right - we simply can't take it for granted. If you have further questions, take a look at the FAQ from the LWV on the next page.

1. How do I register to vote? You can contact your local election office. Check your phonebook for your local board of elections, usually a county clerk's office or municipal board of elections. You can also contact your state board of elections. If you're not sure whom to contact, start by calling your local or state League of Women Voters.

2. What are the requirements to be eligible to vote? You must be: A citizen of the United States, and 18 years old by the general election. Many states also have eligibility requirements that disqualify citizens for felony conviction or mental incapacity. These are listed on state voter registration application forms.

3. I have trouble writing. What should I do? Under the National Voter Registration Act, state agencies required to provide voter registration opportunities, i.e., department of motor vehicles, public assistance agencies and agencies that serve people with disabilities, must provide assistance in filling out the voter registration form if asked.

4. Do I fill in the whole form? For the federal mail-in application form, be sure to mark the check boxes that affirm you are 18 years of age and a US citizen, provide the required identification number (usually your driver's license number or the last 4 digits of your social security number), and read the directions for your state. Eligibility requirements and required information vary.

5. Is the information on my form confidential? Voter registration information is a matter of public record. Under the National Voter Registration Act, however, states may not use information on declarations or the site of individual registration for any purpose other than voter registration. Also, states that require Social Security numbers are required to protect the confidentiality of that information.

6. How do I know if I'm registered? Within a few weeks after you send in or hand in your registration application, you should get a notice in the mail telling you that you are now officially a registered voter. Hold on to that notice. Often those notices tell you where you go to vote, and that's something you'll want to know later on. If you don't receive this notice, check with your local board of elections to see if there is a problem with your registration. If there is a problem with your registration, take corrective action immediately.

7. How will I find out where to go to vote? Your registration card should include the address of your polling place. Many jurisdictions also send additional informative materials to registered voters. If you do not receive the information in the mail, call your local election office.

8. I'm a college student living away from home. Where should I register? You can register either at your home or school address, depending on state law. It is important to update your registration each time you move. If you are registered at your home address while you're at school, remember to request an absentee ballot at least 30 days before the election. Check with your state election board for the exact deadline.

9. I am registered, but I've recently moved. Does this affect my registration? Yes. If you are registered and have moved within your current election jurisdiction, contact your local election office to update your registration and determine where you should vote. If you moved outside of your old election jurisdiction, you will have to reregister in your new jurisdiction before the registration deadline in your state.

10. What do I do if I have changed my name? You may use your state's form, the universal registration form to submit a change of name, or use the League's online registration tool.

11. I am a U.S. citizen living abroad. How do I vote? You must request an absentee ballot. Contact a U.S. embassy, consulate, designated military personnel or your state election authority. For additional information contact the Federal Voting Assistance Program.

12. My friend is a U.S. citizen who doesn't speak English. Where can I get assistance for him/her? Check with your local election authority to see whether your state provides election materials in a language other than English. The Voting Rights Act requires local election officials to provide bilingual voter registration applications, ballots and language assistance when a certain percentage of the population of the jurisdiction is comprised of a language minority group.

13. Are there other ways to vote besides going to the polls? All states are required to have an absentee ballot (vote by mail) program to allow citizens who will be away from home on Election Day or who can not go to the polls to vote. Many states do not restrict absentee voting. Contact your local election officials for information on absentee voting in your area. If you are registered at your home address and want to vote while you're attending college, remember to request an absentee ballot at least 30 days before the election. Check with your state election board for the exact deadline.

14. What should I bring with me to the polls? In some states you have to bring photo identification (ID) with you to vote. If you have ID, it's always a good idea to bring it with you. It's also good to have something that shows your address. You can also bring notes with you, or a sample ballot that you've marked up, or any other information you like.

15. What if my name isn't on the registration list at my polling place? If your name is not on the registration list you will be allowed to cast a provisional ballot that will be counted once election officials determine if you are eligible to vote in that jurisdiction.

16. What kind of machine will I be voting on? Is it going to be different from what I've used in the past? Some voters will face a new voting machine this November and others will continue to use the same equipment they've used in years past. To find out what equipment you'll be using in your polling place, contact your local election official. If you need help finding your local election official, contact your state official. For additional information on how to use various types of voting machines see Navigating Election Day.

The TWU Department of Legislative and Political Affairs

Representing Flight Attendants is job one

by *Portia Reddick White, BWI Flight Attendant
TWU International Legislative Representative*



As we all know, Flight Attendants have a job that requires constant monitoring. From the start Flight Attendants are trained to work within certain guidelines, rules and structure. We have the responsibility of making sure that we are up to date with new regulations that concern our welfare, safety, and job procedures. That responsibility alone is enough to validate the constant monitoring of federal regulations, federal established agencies and other entities and laws that affect Flight Attendants at work.

In the District of Columbia, the home of our nation's capitol, the Transport Workers Union Department of Legislative and Political Affairs (DLPA) has worked closely with Local 556 and other Flight Attendant groups to identify issues that are relevant to the occupation of Flight Attendant. Together we have been able to lobby successfully for changes that have been substantially beneficial to our work group. Though we have been successful with some issues, still other issues have not been settled to the extent we deem necessary, and as a result, we continue our efforts in lobbying for the needed changes.

We have been successful with gaining Flight Attendant certification and Crew Member Self Defense Training (CMSDT), and fighting off baseball arbitration (an attempt to take away the collective bargaining rights of aviation workers). We continue to urge Congress to take a vital role in monitoring TSA and ensuring the safety of the flying public. For those of us who call the aircraft cabin our workplace, we are urging our Congressional Representatives to reinstate the ban on potentially dangerous items onboard aircraft and support the Leave All Blades Behind Act (S 2083 and HR 4452). In this post 9/11 world we live in, we experience constant change regarding our industry. TWU's DLPA helps to serve as a watchdog and activist for the protection of you, the Southwest Airlines Flight Attendant.

Other areas where we seek to improve the Flight Attendants' workplace include: a government mandate for health and safety protections for Flight Attendants (OSHA); providing equal access and coverage to flight crew members when determining FMLA eligibility; further study and evaluation on

Flight Attendant fatigue, air cabin quality, cosmic radiation, pesticide exposure (for flights that go abroad... who knows... maybe Mexico?) job related injuries, and any other health issues that affect Flight Attendants; and continued evaluation on Flight Attendant training and standardization.

We will continue to work to further enhance and protect Flight Attendants regarding drug testing, crewmember interference, carry-on baggage and mandatory "paid" security training. Within the industry, we respond to and are involved with the Department of Transportation (DOT), the Federal Aviation Administration (FAA) and the National Transportation Safety Board (NTSB) and the other agencies that interrelate with them. Within the industry other areas of concern that we are involved in include: protecting Flight Attendants from the encroachment of globalization via "outsourcing" (allowing foreign nationals to replace Flight Attendants within our country); cabotage (allowing foreign carriers to conduct domestic flights within our country); foreign control and ownership of domestic carriers which could lead to foreign control of U.S. carriers; and pension protection (though we have a defined contribution plan, others in the airline industry have a defined benefit plan - delayed payment from their companies in the form of a pension).

We keep an eye on all legislative and regulatory issues that affect YOU, the Southwest Flight Attendant. Whether the issue is a congressional bill, a regulatory notice or just speculation and talk, we represent your interest in making sure that your job is safe and sound. Though many gains and protections have been won at the bargaining table, we know that what can be won can also be lost at the next bargaining session; therefore, we work toward Congress enacting laws that will give us the necessary protection we seek.

The TWU DLPA would like to invite YOU to take an active role in the TWU DLPA Team! Many times issues come up that we need grassroots activists to respond to through their legislators. Sometimes, the response is in letter form, other times it may be a phone call or

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RECYCLING

You CAN Make a Difference

An update on the importance of recycling at work

by Jessica Parker, HOU F/A #43589

! RECYCLING ALUMINUM RESULTS IN 95% LESS AIR POLLUTION AND 97% LESS WATER POLLUTION THAN PRODUCING ALUMINUM FROM NATURAL RESOURCES.

! ONE RECYCLED ALUMINUM CAN SAVES ENOUGH ELECTRICITY TO OPERATE YOUR TELEVISION FOR THREE AND A HALF HOURS.

! TOSSING AWAY ONE ALUMINUM CAN WASTES AS MUCH ENERGY AS POURING OUT HALF OF THAT CAN'S VOLUME OF GASOLINE.

! MORE THAN HALF OF THE 99 BILLION ALUMINUM CANS SOLD LAST YEAR WERE EITHER LANDFILLED OR INCINERATED.

! IN 60 DAYS A CAN IS RECYCLED, TURNED INTO A NEW CAN, AND IS BACK ON STORE SHELVES.

I originally wrote this article for the January, 2004 issue of *UNITY* Magazine. When I found out the topic that month was about New Years Resolutions, I figured it would be perfect timing, especially since my New Years Resolution that year was to stop procrastinat-

ing. Still haven't got that one conquered yet. I have learned a thing or two about recycling since then, so I am pleased to give you an update on my 2004 article since this month's topic is "Take Action".

How many of you recycle at home? I know that I do, and for the most part it seems to be the norm in most households these days. Then why not recycle at work when you are dealing with a much larger volume? I would imagine that most of us who fly "B" and "C" do. I guess my question mostly goes out to those of you who fly up front as well as the "B" and "C" fliers who don't recycle for some reason or other.

I have heard lots of reasons as to why Flight Attendants don't recycle on the plane. Some say that they used to separate cans, but the Provisioners just mix it in with the regular trash, so why bother? Then why not bring your cans to the back? Some may say that that is just too much work. How long does it really take to walk to the back of the aircraft? Not very long, and there is usually a reason to go to the back anyway; either to walk through with trash, get provisions for the next flight, or just to tell the other Flight Attendants about the really hot guy in row three.

I have also heard Flight Attendants say they don't recycle because they don't know where the



Jessica, a.k.a "Nature Girl" (on the right), hiking with her sister in Rocky Mountain National Park, Colorado.

money that is raised from the recycled cans is going, so why should they bother? I think we can all agree that that really isn't the point in recycling in the first place. Most of us recycle at home simply because it is the right thing to do, not because we are concerned with where the money made from home recycling goes. Use the same logic at work.

As I mentioned earlier in this article, more than half of the 99 billion aluminum cans sold last year were either landfilled or incinerated. That's what happens with the cans we don't recycle while at work. It really adds to the problem. Since we're disposing of such large volumes each day, this REAL-ly adds up at the end of the week, so consider the impact you could have in a year! The aluminum industry creates a great deal of pollution. By recycling, we are not only saving space in our landfills, we're also helping keep our earth cleaner. It's SO easy to do your part.

So I encourage each of you to recycle on your next trip. Just think what a huge difference a little effort on your part could make.



SWA/AA/AE RCSA

What the heck do all these letters mean?

The Southwest Airlines, American Airlines,
American Eagle, Reciprocal Cabin Seat
Agreement RENEWED!

*by Michael Massoni,
TWU Local 556 1st Vice President*

On behalf of the Southwest Airlines Flight Attendants, American Airlines, and American Eagle, we are thrilled to be providing one of the first large-scale Flight Attendant Reciprocal Cabin Seat Agreements in the U.S. airline industry.

This program was designed to aid the commuting Flight Attendant who is flying between his/her home and Base. In short, this allows all active Southwest Airlines, American Airlines, and American Eagle cabin crewmembers to travel free of charge in what would be empty cabin seats on each other's aircraft for commuting and personal travel.

This privilege became effective November 15, 2005 on a trial basis but has now been extended indefinitely!!! We cannot stress how much of a benefit this program is to Southwest and American/American Eagle Flight Attendants. Each of us plays a crucial role in the viability and future growth of this valuable program. What we are alluding to is the role professionalism and respect will play when traveling in the cabins of each other's aircraft—especially in these times of corporate political differences such as the Wright Amendment initiatives currently playing out in the public arena. It is important to remember that this program is a benefit that eclipses the color or logo on our company's aircraft. Actually, this program and your behavior when utilizing it speaks to your commitment to your chosen profession and demands each of us who utilize it to treat each other with the respect so duly earned as Flight Attendants.

Below you will find the Flight Attendant Q&A detailing procedures. This document is also available electronically through the Company's and Union's websites. Please review the associated policies and procedures carefully before attempting to travel under this agreement.

1. What is a Reciprocal Cabin Crewmember Travel Agreement (RCSA)? It is an arrangement allowing American

Airlines & Southwest Airlines Crewmembers (Flight Attendants and Pilots) to travel in what would, be empty cabin seats free of charge on each others aircraft. Transportation is applicable on American / American Eagle and Southwest flights within the continental United States or to/from the U.S., Hawaii and Alaska, or to/from the continental United States and the United States Virgin Islands (San Juan, St. Thomas and St. Croix) and is on a space available basis.

2. Why have we entered into this agreement? This program is designed to aid the commuting flight attendant who is flying between his/her home city and work domicile -AND- may also be utilized for leisure travel to applicable routes at the crewmembers discretion.

3. How do I sign-up for a seat on a flight under the RCSA? Each Cabin Crewmember (Flight Attendant) must produce proper identification upon check-in for his /her flight. Proper identification for Cabin Crewmembers is a Valid Company ID displaying the word "CREW" and must include an expiration date. Check-in is to take place at the airline's ticket counter.

4. Who is eligible to travel under the RCSA? Only active Crewmembers (Pilots & Flight Attendants) are eligible (NOT AVAILABLE TO DEPENDENTS).

5. Can an American Airlines Pilot or Flight Attendant sit on a SWA 4th Jumpseat? No - Since this is a Reciprocal Cabin Seat Agreement a seat must be available in the cabin of the aircraft to travel on a given flight, Cabin Jumpseat policies of individual carrier remain the same.

6. Can a Southwest Employee be asked to sit on the 4th Jumpseat so an AA Pilot / F/A can be accommodated? This would be at the CSA's and SWA Employees discretion.

7. Will blank Cockpit/Fourth Jumpseat Forms (WN-210) be given to AA Pilots / F/A's prior to arrival at the gate? No.

8. Is there a charge associated with the use of the Reciprocal Cabin Seat Agreement (RCSA)? No.

9. Can I utilize the Flight Attendant RCSA Privileges while I am on leave? No - You must be of active status with Southwest in

order to take advantage of the American RCSA. If you are on sick, maternity, medical or military leave, you are not eligible to travel under this agreement.

10. Can I still travel on American Airlines passes issued by our SWA Pass Bureau? Yes - The Pass Bureau agreement and the RCSA are completely separate. If you so choose, you may still order a payroll deducted AA passes from the Pass Bureau at the mileage-based fare. However, If you purchase a pass through the Pass Bureau, get cleared at the counter using that pass, board the aircraft and then subsequently find out that there was enough room for you to use the RCSA, you cannot get your purchased AA pass back or convert to travel as a RCSA rider. Since nonrev passengers and RCSA riders are cleared just before departure, this constitutes a flight delay risk. You must decide prior to travel which agreement you intend to use.

11. What is my boarding priority when traveling as a RCSA rider? RCSA travelers are boarded on a first-come, first-served basis after all other revenue passengers have boarded and nonrevenue pass travelers have been cleared.

12. Do I have to wear my badge when traveling on the RCSA? No. You must have your valid SWA ID with a "CREW" designator in order to sign-up for the RCSA but would not necessarily display it on your outer wear once onboard the aircraft.

13. Is there a dress code when utilizing the reciprocal cabin seat privilege on AA? Yes - RCSA riders must be in FULL SWA Uniform and/or be in compliance with American Airlines Business/First Class Dress code (READ THIS ENTIRE SECTION!!!):

DRESS CODE:

- Traditional or casual business attire is required for first or business class accommodation.
- Coats, jackets and ties for men are not required. Hosiery/socks or collars are not required for men or women.
- Women's style of shoes/sandals such as open toe, sling-back and clogs are acceptable.
- Capri pants are acceptable in all cabins.

DO NOT WEAR:

- Shorts or T-Shirts
- Sweatshirts or tank tops
- Micro-mini skirts
- Jogging suits, workout clothing or leggings
- Bare-midriff or provocative/revealing/see-through clothing
- Beach clothing or footwear, flip-flops
- Clothing with offensive terminology or graphics
- Clothing with holes/ragged or cutoff edges
- Denim clothing of any kind or color
- Athletic footwear*
- Split skirts above the knee
- Skorts*

*unless part of your Company's Uniform

Note: Shorts will not be accepted in any cabin on AA/AE. Athletic shoes will only be accepted in the coach cabin.

14. Is there a dress code when utilizing the reciprocal cabin seat privilege on SWA? Yes - RCSA riders must be in FULL AA Uniform or be in compliance with AA/AE's first class travel dress code standards of conservative casual business dress and grooming.

15. What are the procedures I as an AMERICAN AIRLINES FLIGHT ATTENDANT have to follow to travel as a RCSA rider on Southwest Airlines? American Crewmembers should check-in with the Southwest ticket counter agent first to obtain a security document then be at the departure gate no sooner than one hour and no later than 30 minutes prior to scheduled departure.

Present proper airline I.D. that clearly indicates the individual as "CREW" and must include an expiration date. Compliance with approved carry-on baggage program applies. Once at the departure gate re-check with the gate agent to have your name added to the stand-by list. After all revenue customers are processed, stand-by processing begins. Please wait for gate agent to call your name and issue a boarding pass to board the aircraft.

Once onboard - conduct while onboard must reflect a professional business-like attitude in accordance with all standard passenger regulations (seat belts, carry-on bags, safety information signs, etc.).

16. What are the procedures I as a SOUTHWEST AIRLINES FLIGHT ATTENDANT have to follow to travel as a RCSA rider on American Airlines? You must always call the 1-888-WE-FLY-AA reservations line and select option 3 and tell the agent that you would like to "Flight List", and that your priority code is "D7". Do this prior to arriving at the airport.

Southwest Crewmembers should check-in with the American ticket counter agent first to obtain a security document then be at the departure gate no sooner than one hour and no later than 30 minutes prior to scheduled departure.

Present proper airline I.D. that clearly indicates the individual as "CREW" and must include an expiration date. Compliance with approved carry-on baggage program applies. Once at the departure gate re-check with the gate agent to make sure your name is on the stand-by list. After all revenue customers are processed, stand-by processing begins. Please wait for gate agent to call your name and issue a boarding pass to board the aircraft.

Once onboard - conduct while onboard must reflect a professional business-like attitude in accordance with all standard passenger regulations (seat belts, carry-on bags, safety information signs, etc.).

17. Do I need to list before attempting to travel as a RCSA rider? Southwest Crewmembers: Yes. Call the 1-888-WE-FLY-AA reservations line and select option 3 to "Flight List", tell the agent that your priority code is D7. American Crewmembers: No.

18. May I consume any alcoholic beverages when utilizing the RCSA Privilege? No.

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SAFETY TEAM REPORT

Extreme Makeover: Code 6 Turbulence Edition

*Peggy LeGrand,
MDW Flight Attendant #22708*

I was standing in the back galley, pouring my last tray of drinks on flight 2745, CLE-MDW, the last leg of a four-day trip. I was flying "C" position, so I was standing next to the jump seat. I remember thinking about the LAS two-day I had the next day, when my 85 year-old father would be flying up from Phoenix to meet me. We were going to have some serious fun!

It had been a five-leg day, ten hours or so, and we kept the same Pilots all day. The second leg of the day had been bumpy, but no bad weather was mentioned. So when we hit a bump and I suddenly heard the Captain's voice over the P.A. saying, "Flight Attendants, take your seats," I did so immediately. I grabbed the handhold with my left hand, and took one step toward the jump seat, reaching with my right hand to pull the seat down. That is the LAST thing I remember.

I woke up lying on the aft entry floor with the garbage can on top of me, covered in my own blood and a colorful array of Coke, coffee, cranberry juice, Sprite and whatever other cans had flown through the air and landed on me. There were three young surgical residents looking at me and wow, did my head hurt! I

remember being asked my name and what year it was, and I struggled to answer. I just could not remember. My head and face were bleeding from three separate gashes. I was a scary mess.

This Code 6 event had apparently lasted over a minute, and according to witnesses, I bounced around the galley and I hit my head on the ceiling so many times that I was knocked unconscious. I am glad I slept through it!

Fourteen staples, nine stitches, a broken rib, a broken nose, a torn right ACL, and a closed head injury with concussion and memory loss - that is what the doctor's note says. Two months and two sur-

geries later, physical therapy three days per week, one more surgery to go, and every day I ask myself, "What could I have done to prevent this?" I have no good answer. I did what I was supposed to do. Stuff happens. I was very unlucky.

I found out later there were three weather fronts in the CLE-MDW area that night and the jet stream was very unstable. Perhaps if I had been more insistent on a thorough weather briefing before each leg, I would not have been injured. Hindsight is always 20-20, as they say.

Nevertheless, I refuse to allow the "if only I had..." to interfere with my recovery. There is always good to be found in even the darkest experience. I was blessed to be working with amazing fellow Flight Attendants, Greer Steinke and Samantha Schnoor. They went to the hospital with me - they took care of notifying my family - all the support and love I needed at that horrible time, they gave unselfishly.

I am lucky to be alive. The doctors have said that, had there been a child standing in the back going to the lavatory, he would not have survived the injuries I sustained, perhaps a veiled attempt to say that being old and hardheaded has its advantages.

My greatest lesson in this awful experience is that I have come to understand who we are as a Company in a way I would

never have known. The outpourings of love and support from everyone - the phone calls, the flowers, and the notes - have overwhelmed me. We truly are the "love" airline.

Advice you ask? Let's always remind ourselves that **we are not in the Diet Coke business, but the safety business.** We are highly trained Safety Professionals. Insist on weather briefings. Be a pest if you have to. Don't be complacent and don't allow other Crewmembers, including Pilots, to become complacent either.

I am still hurting and mending, and it will be a few months yet - but I'll be back!

"I woke up lying on the aft entry floor with the garbage can on top of me, covered in my own blood and a colorful array of Coke, coffee, cranberry juice, Sprite and whatever other cans had flown through the air and landed on me."



To Your Health

FMLA FYI's

by Gayle Ross, former TWU Local 556 Health Coordinator

If you ask, you will receive! Many of you have asked for the FMLA qualifying hours formula, so you can check your FMLA hours, now here it is!

FMLA FOR FLIGHT ATTENDANTS

FMLA – 1050 hours for F/A to qualify for FMLA

- We use “duty day hours” to compute qualifying hours not TFP
- Convert the “duty hours” into minutes then divide by 60 which equals = FMLA Qualifying Hours
- Minutes are converted to decimals.
- The 30 minute debrief in Maestro on “RON’s” are not included

If a Flight Attendant:

Flies:

Hours calculated from check-in to block-in (plus debrief on last day only in domicile)

Reserve:

If not flown - credited 5.72 hours

If flown – hours calculated from check-in to block-in (plus debrief on last day only in domicile)

APSB:

If sit the 5 hours only = credited 5.0 hours

If sits, and then flies = credit for hours sat, plus flying, as set out above

VAC: Credit 5.72 a day

OTHER FMLA FYI'S

If you are on Intermittent Leave for yourself, after you call in sick to Scheduling, then contact your Supervisor and let them know you want the call applied to FMLA. If you are on Leave for your Spouse, Child, or Parent, contact your Supervisor or the

Supervisor on Duty to use your FMLA. Do not call in sick to Scheduling!

The FMLA Fact Sheet states, “If no advance notice is provided by the Employee and none is given during the leave, the Employee has two (2) calendar days after returning to work to tell the Company he/she requests the leave be designated as FMLA leave.”

IN CLOSING

It has been my pleasure to serve the Membership as the National Health Coordinator. Due to my new role as Financial Secretary – Treasurer, I have resigned my position as National Health Coordinator. I will still serve as an active member of the Health Committee. There are still so many goals I hope to see accomplished and will do my best to see them become reality. The Executive Board met in May and appointed Stacy Martin as the new National Health Coordinator. Stacy has taken over my role on the Grievance Staff taking care of all “Leave” issues. He is also your 2nd Vice-President of TWU Local 556. I know Stacy will serve the membership well. Please feel free to contact either one of us with any of your health concerns. Stay healthy and take care!

TWU LOCAL 556 LEADERSHIP TEAMS

EXECUTIVE BOARD:

President: Thom McDaniel

1st Vice President: Michael Massoni

2nd Vice President: Stacy K. Martin

Financial Secretary: Gayle Ross

Recording Secretary: Cuyler Thompson

Executive Board Members at Large:

Brett Nevarez and Allyson Parker-Lauck

Domicile Executive Board Members:

Lucy White-Lehman - BWI, Gwen Dunivent - DAL,

Jill van der Werff - HOU, Susan Kern - MCO, Kyle Whiteley - MDW,

Mark Torrez - OAK, and Michael Broadhead - PHX

GRIEVANCE TEAM:

Madeleine Howard, Denny Sebesta, Kathy Anderson, Shae Grajeda, Amy Montgomery, Amy Lynn Neeper, Becky Parker, Catherine Rea



Scheduling Committee Update

Tracking the quality of your life

*by Kyle Whiteley, MDW F/A #35350
Scheduling Committee Vice-Chairperson*

Your new Executive Board is taking a hard look at the Scheduling Committee and plans to redefine the way this Committee is structured and what we expect it to accomplish. Before I get ahead of myself, let me start by personally thanking Cindy Ritner for her years of dedicated service to our Membership. Cindy lead the previous Scheduling Committee Members through some rough times that included vague Contract language, implementation of a new Contract, as well as cut-backs in our productivity levels post 9-11.

Cindy expressed her concerns that while Southwest has grown, the Scheduling Committee has remained roughly the same size. The Executive Board is pleased to announce that they have named Lisa Trafton, HOU Flight Attendant #9697, as the new Scheduling Committee Chairperson. Lisa has served on the Committee for many years and will be a huge asset as our Chair. In addition, Executive Board Member Brett Nevarez and I will serve as Vice Chairs. We will report directly to the Executive Board regarding the operations and events that occur in Crew Planning. We wish to thank Lisa for stepping forward to lead this group of very talented and dedicated Flight Attendants.

I had the opportunity to participate in the daunting task of line building in Dallas recently. Keep in mind, line building and pairing building are two different duties

that the Scheduling Committee is involved in. While much of the scheduling process is computerized, human intervention is simply required. The thoughtfulness and attention to detail the Committee Members showed as they looked for ways to keep commutable trips commutable, and their understanding of what makes a line undesirable, is always at the forefront of their minds. They even keep flight schedules in hand to check the last flights to some of our more popular commuting cities. They did incredible work with what they were given by the Company, and I have now found respect for their efforts.

While the process was certainly overwhelming to me, the Scheduling Committee Members handled the task admirably. Line building is like putting together a huge jigsaw puzzle, with the pairings as the pieces, and the lines as the table. They begin by putting the same types of pieces—turns, two, three, and four day parings that have the same overnights and similar check-in times—on the line, and the process continues until there are no more similar trips.

But wait! There are still plenty of pairings left over, while we only have a limited number of line-holding Flight Attendants per base. This is when the clean, three-on, four-off lines get shuffled-up, and the creation of three-on, three-off lines takes place. The Scheduling Committee Members seriously dislike making these lines, but in order to gain that one extra empty line to place more pairings, it is unavoidable.

The placement of pairings on lines continues until they are all gone. Great effort is made to keep the lines as clean as possible, but the reality of our operation overrides. Once the lines are built, the process starts all over again as vacation trips are pulled, and VR lines are created. Of course, there is so much more to line building than I have covered here, but as you can imagine, these people work extremely hard and deserve our respect.

This is where you can help. As the new "Survey Committee Chairperson," I have spoken to Crew Planning and several of the Scheduling Committee Members, and we are really excited about our new survey. We need a better picture of what kinds of lines you bid, why you bid them, whether you keep your trips or give them away, and why. The goal is to create a very broad survey, but keep it as domicile-specific as possible.

The survey will be an online survey accessible through the TWU Local 556 website, www.twu556.org. Simply go to the website and follow the instructions. The survey will be available beginning August 16 and will close September 15. Please complete and submit your survey as soon as possible; there is still time for you to help make a difference.

While the survey is ongoing, please talk it up amongst your Crewmembers, and let's make sure we give Crew Planning a complete picture of what our workgroup wants and needs. There were only 1,000 responses to the last survey offered, but that information was

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TWU Local 556 Grievance Team

Working for YOU!

The TWU Local 556 Grievance Committee has been hard at work. During the first meeting of the new Executive Board back in May, the Board approved a new Grievance Committee Chairperson, Denny Sebesta. As most of you know, Denny was one of the Negotiators of our industry-leading Contract. What many of you don't know is that Denny worked on the Grievance Staff from 1997 to 2000, so she has three years of grievance handling experience. This, coupled with her knowledge of our current Contract made her the perfect choice for the position. Denny will be managing the day to day grievance process, distributing case loads, and preparing cases for Board of Adjustment and Arbitration. Denny recently attended an intense course in Arbitration at the George Meany National Labor College with TWU Officers Gwen Dunivent and Cuyler Thompson. All three feel confident in presenting cases in Board of Adjustment and Arbitration after attending this training.

Two of our newly elected Officers have joined the Grievance Committee and will be coordinating these duties along with their other responsibilities as Officers. Stacy Martin, our new 2nd Vice President has joined the Grievance Committee and will be specializing in all types of Leaves. Gwen Dunivent, our Dallas Executive Board Member is working on preparing cases for Board of Adjustment and Arbitration.

One of the new focuses of our Grievance Committee is to "departmentalize" our Grievance Team so that our Members get the very best representation possible. In the past, all members of our Grievance Team worked in both discipline and contractual grievances. The new focus is to pair our Grievance Team Members with the cases that best suit their strengths.

Kathy Anderson has joined the Grievance Committee and will be assisting Denny and Gwen in research and preparing cases for Board of Adjustment and Arbitration. Kathy's many years of experience and knowledge of the Contract will be a huge asset for our Local.

Shae Grajeda rejoins the Grievance Committee after taking a short "break" having baby Eva. Shae returned to flying the line, but missed the challenge of Grievance work, and is now back in the Union Office handling contractual grievance cases and is also our



The TWU Local 556 Grievance Committee (seated L to R): Denny Sebesta, Catherine Rea, Amy Montgomery, and Amy Lynn Neeper. Standing (L to R) Shae Grajeda, Kathy Anderson, Becky Parker, Gwen Dunivent, and Stacy Martin.

Reserve specialist.

Amy Montgomery has worked in the Union Office since 2000, and is continuing to do "upstream" work, answering your questions, scheduling Fact Finding Meetings, and helping Flight Attendants before their situations become grievances.

Amy Lynn Neeper has been a valuable Member of the Grievance Team since January 2005 and will be continuing to assist Flight Attendants and work on discipline related grievances.

Like Shae, Becky Parker also returns to the Union Office after giving birth to her son Daxton. Becky also returned to the line, but missed the challenge of grievance work, and we are fortunate to have her back working discipline cases.

Catherine Rea is our "firecracker" - she really tells it like it is, and we love her for it. She has been working in the Union Office since 2005 and continues to work on discipline grievances.

Each quarter, we normally update the Membership on the status of the active group grievances. Most of you have seen the RBF's regarding the settlements on the Maestro Shut Down grievance, the Reserve Trading grievance, the Doctor's note (Nurse Practitioner/Physician's Assistant) grievance, and others. Your new Grievance Team has been able to reach settlements on many grievances that have been on the books for many months, some even years. They are working hard to represent the Members of TWU Local 556. Our dedicated Grievance Committee is working hard for you each and every day. Make sure to let them know you appreciate them when you speak to them next.

In the October issue of *UNITY* Magazine, we will have a full report on the status of our current grievances. In the meantime, thank you for your support, and we'll keep working hard to represent you.



Put Up or Shut Up

It's time to stop complaining and get involved

by Brett Nevarez, TWU Local 556 Board Member at Large

I'm sure many of you may be a little taken back by the title of my article. Sound harsh? Well, that's just the kind of guy I am. After the election, Allyson asked me to write a quarterly column for *UNITY*. It didn't take me long to decide what to write about. I spent a lot of time in the past complaining about things, but didn't take the step to actually DO something about it. Each quarter, I want to give you some things to think about - let you know that you CAN have an impact on our Union, on the Labor Movement, in your communities... you name it. Since the theme this quarter is "Taking Action" be it by voting, becoming educated on legislative issues, or bettering your community, I thought I'd tell you about how I decided to stop going along for the ride and took charge of my Union's direction.

I am a PHX based Flight Attendant. I was hired in July of 1994 and have been based in MDW, OAK, and PHX. I still sit Reserve although I am awarded VR lines. I grew up in Texas and New Mexico which are "right to work" states. My father is a very conservative chemical engineer. My mother is an educator and has worn many hats: class room, special education, and now diagnostician. She is a Member of the National Education Association (NEA). My wife is also an educator who teaches language arts and mathematics. She is also a Member of the NEA.

I was first aware of our Union when they came to speak at initial training. I didn't listen too much but did notice that there were different pay scales in our Contract. Like most people I skipped right to compensation. You could probably imagine my dismay and disgust when I realized that I would be making considerably less than if I had been hired just one or two years earlier. This was my first negative perception of our Union.

Let's fast forward to contract negotiations '96-97. I attended my first Union meeting in Dallas. It was a ratification meeting on the first Tentative Agreement (TA), and it was an EXPERIENCE. The room was packed and I remember sitting next to a fellow Flight Attendant who was visibly upset. There was a feeling of tension and when someone stood up to ask that we skip ahead to compensation, that person was told to sit down and that we would be going through the changes in numerical order—meaning Article 1 and

so on. It was handled unprofessionally in my opinion. This was my second disappointing encounter with our Union.

My balloon was burst further when after a failure rate of 92 percent on the TA, I was told by an Executive Board Member that I hadn't been here long enough to "understand how things worked around here." This was insulting to me, so I asked this person why the Executive Board had unanimously endorsed the TA for ratification. I also asked why this person was now saying that the TA was not good. Which was it? This was my third and final disappointment with our Union.

I went home angry and complained to anyone and everyone on the plane, my wife, my dad, my mom, my brother etc. After a few days I was told to "get over it", and I blew up. I was then asked, "What have YOU done to help out?" I had to say, "Nothing." I was then told "Well, there you go."

I then decided to focus my anger into action. I went to the public library and looked up the Railway Labor Act. I did discover that there is a way to change Unions. This is when I began the ill-conceived notion of attempting to decertify our Union to "wake up" our Union Leadership. Long story short I was obviously unsuccessful. The second TA passed, although hardly anyone would admit to voting for the "green book". I was tried for my violation of the Constitution (attempting to decertify our Union) and was made a "Member in bad standing" for 3 years.

I was "rehabilitated" by a Union legal consultant, and ran for office in 2000. I came in last place in a three person race. I was elected as a Shop Steward and served in that capacity until I was appointed as a replacement to our Contract 2002 Negotiating Team (NT). It was only when I became a full-time worker in the Union Office that I truly began to understand Union work. It is not a nine to five job and it is never finished until the Contract is ratified by a Membership vote.

My conscience forced me to apologize to the previous Executive Board Members when I saw them because what I did was so very wrong. I believe that my 33 months on the NT was penance for my earlier transgressions. I ran for office in this year's election to continue to serve our Membership and to uphold the Contract that we achieved.

(Continued on page 31)



Treasurer's Update

New face and new space

by Gayle Ross, TWU Local 556 Treasurer

First, I would like to thank the Membership for electing me as your Financial Secretary-Treasurer. I am looking forward to the next three years and will do my best to serve you effectively and efficiently.

My first month has been very busy working towards securing a new building for our Office. Our present lease will expire October 30. The Executive Board had made

a prior offer on a space to "Lease to Purchase". Ron Regan, Michael Massoni, and I worked diligently to create an offer acceptable to our Membership and to the present owner. Unfortunately, the talks failed and Michael and I took the information back to the Executive Board. The Board voted to stop talks with this building and to pursue new offers. I am pleased to say the Executive Board agreed to a Lease offer located at 7929 Brookriver Drive, Suite 750, in Brookriver Place.

We have agreed to an 8-year

lease, which will be beneficial to our Membership by locking in a price. Also, by agreeing to an eight year lease we are receiving seven months of free rent. This will off set our moving expenses. The new landlord has also offered us the opportunity to move in early with no rent. This will enable us to make a slow, smooth transition. The new space is just west on Mockingbird Lane from our present location.

We anticipate the move being completed during the first week of August. Once we are settled, I hope you will stop by to visit.



And Speaking of "New Space"...

We want your photos on the walls of the Union's new Office

by Michael Broadhead, Executive Board Member - PHX

We want to proudly show all that enter, who we are and what we do! In the next few months, our Local will be moving to a new location just a few miles down Mockingbird Lane. We would like nothing more than to cover our walls with photographs of our Members in uniform.

Make reprints or color copies of your favorite photographs and put them in 5x7 or 8x10 ready made frames available at places like Target, Walgreens or craft stores.

We want photos from all years

of service. If you have been a Southwest Flight Attendant for many years, send photos in many of the different uniforms. If you were a Flight Attendant at another airline, send photos in your previous uniform along with a photo in our Southwest Uniform.

Please label the back of the pictures with your name and employee number and include any other pertinent information.

We at TWU Local 556 are extremely proud of who we are, what we do, and what our Members have accomplished over the years. We are very proud of the outstanding job our Flight Attendants have done, every day at work

providing the best Customer Service in the business, and being safety professionals at the same time.

We want to "showcase" and pay tribute to each of you on the walls of Locals new office!

Send your photos to:
TWU Local 556
7929 Brookriver Drive, Suite 750
Dallas, TX 75247

When shipping photos-please take care that they are bubble wrapped to reduce chances of glass breaking while shipping. If you are in Dallas, stop by and drop off your photos at the new office after September 1, 2006.

FYI'S

by Kathy Anderson
Grievance Committee Member



Editor's Note: The FYI Article is one of the most popular articles in *UNITY* each quarter. Since Kathy Anderson "changed hats" from being the Union's Recording Secretary to being a Member of the Grievance Committee, many asked if she would continue to write the "FYI" column. We are pleased to announce that the "FYI" column is here to stay! Kathy has a great deal of experience and knowledge to share, and we are happy to welcome her back. Thank you Kathy!

FYI: *If you are pulled from a VJA trip for jury duty, you will only receive straight time for the pull. You do not receive the VJA pay.*

FYI: *When you log on to submit your bids, you will receive your entire 59 minute session regardless of the time you log on. If you log on at 1145 and bids are due at noon, you will receive your 59 minute session and your bids will be accepted. Do not log off. You must stay logged on and submit your bid for it to be accepted.*

FYI: *When you use an MBL, you must check in with Scheduling from the gate at least 15 minutes prior to departure. If you fail to check in from the gate 15 minutes prior to departure, you will be subject to a No Show or an FTR in addition to the MBL.*

FYI: *If you are a Reserve who calls in sick after being given an assignment, you will be assessed a penalty of half (.5) point in addition to the half (.5) point assessed for each day while on sick leave. A Doctor's statement will not remove the half (.5) point penalty assessed for failure to call in sick prior to receiving the Reserve assignment. The half (.5) point will only be removed with record improvement.*

FYI: *If you call in sick while your Reserve pairing is in progress, you will not be assessed the half (.5) point for a sick call after accepting the assignment, however you will receive half (.5) point for each day you call in sick unless a doctor's note is submitted.*

FYI: *When on Reserve, you do not have to be available for contact during a Domicile Break, even if your contact hours overlap into the Domicile Break. During Domicile Break, both Reserves and Lineholders are free from all duty.*

FYI: *When on Reserve, you must remain available for contact during your contact hours (except for your Domicile Break) even if you have been given an assignment.*

FYI: *An overlap occurs when a Flight Attendant has a contract and/or FAR illegality between the current bid period and the new bid period. Contractual illegalities may be waived by the Flight Attendant. FAR illegalities may not be waived by the Company or the Flight Attendant. All overlap adjustments will be made in the new bid month. (For additional information, refer to your Contract on page 31- Article 10.9 and page 157 Q & A #1, #2 and #3.)*

FYI: *Whenever you leave the aircraft to get food or smoke, be sure to coordinate with your entire crew (Flight Attendants and Pilots) and the Ops agent so you are not left behind in case the flight pushes five minutes early. Make sure all boarding position requirements are met before leaving the aircraft.*

Coffee Talk

By Tina Mamajava Coffee
PHX F/A #24301



Bra-Back Mountain

Once in a while you fly with a really fun crew and ending the month with them is like saying good-bye to your favorite relatives who are going home after a visit from out of town. You exchange phone numbers, hug, and agree to buddy bid sometime. There is a moment of sadness because you realize that you may not fly with these new friends again for years, but those happy memories that YOU make will stay in your mind for a long time.

The trip I had this month was a back breaker, with long days that never seemed to end. You know the kind where you get wacky and laugh at everything on the last leg. I think it is hypoxia of sorts but can't prove my theory. We wanted to go down to the lounge and debrief but we were just too worn out. Heck, I barely had enough energy to walk to the ice machine.

Our last trip of the month was on a holiday schedule, only one leg the first day with 18 hours of beauty rest. So why not get out of our rooms for a spell and learn how to line dance? The male Flight Attendant that was with us tried to get out of it saying, "I don't move to that kind of music," but we begged and pleaded with him until he agreed to escort us.

We stopped at the hotel lounge first to ask other crew members if they were interested in joining us in a "Boot Scoot Boogie" adventure. Only two takers, a First Officer and another Flight Attendant joined our posse. We hitched a ride with the hotel van to 2nd Avenue in the heart of downtown Nashville and checked out the "Wild Horse Saloon" first.

Who says line dancing is easy? We were bumping into people all over the dance floor. Our UN-Country male crew member sat at the table and laughed at our antics. Forget learning that dumb dance. We decided, "If you can't learn em, make em up!" We actually had a group following our lead. The combo we taught was much easier than the one the staff was doing. We all added our own crazy step.

"The Sandal Foot Folly"

*Cat claws (Leesa), slide, slide, slide,
Take your pony for a ride (F/O)
Clap, clap, clap, Yoga stance (Marleen),
Now do the "Sprinkler dance." (ME)*

Next stop was "Coyote Ugly" (our groupies came with us). It was just like the movie. The bartenders danced choreographed jigs up on the bar and encouraged the ladies to join them. We watched in fascination as women of all shapes and sizes shook their "Honky Tonk Bodonkadonk's" (country term for backside) to Trace Adkins.

We joined the "Daisy Duke Dancers" on the bar... just for the rights to claim we had really done it. Yikes, I really don't like heights... unless I am in an airplane. I was just trying to concentrate mainly on not looking down because it made me dizzy and there was a real ugly guy sitting in front of me smiling with no teeth. I didn't want to explain to Crew Scheduling that they had to replace me because I had broken my leg falling from a bar.

The crowd was yelling "take it off." I assumed that they weren't talking about our sandals. They wanted someone to add to the collection of bras that were hanging from a line above the bar. We decided it would not be a wise decision for any of us Flight Attendants because we surely didn't want a uniform malfunction the next day.

It was time to get down off of what I called "Bra-back Mountain" when one "Ditsy Chick" (not one of us) decided to contribute to the Victoria's Secret Collection. That is when our male Flight Attendant decided he liked Country Music after all.

This is one of those Crew adventures that are few and far between. With our productive schedules many of us have turned into "slam clickers." Once in a while you have a great crew and you should make time to kick up your heels and get out. Hope ya have some fun, just remember to be smart and safe while doing it.

Latte' Luv:
Tina Coffee (Mamajava)

point/counterpoint

We posed the following question to two Flight Attendants and got the following responses: "Regarding our Charter system, there are some who feel 'seniority rules' and it should stay as is, awarded to the most senior bidders. There are others who feel that the wealth should be spread so that more people would have the opportunity to fly them. What do you think?" Let's see what they have to say.



POINT

by Greg Hofer
OAK F/A #25921

This editorial is about HOW seniority rules charters. It is also about WHY seniority rules charters. It's about seniority and all those well-earned entitlements but also

about how those entitlements can become lopsided, top heavy or inequitable. This is about how charter awarding came to be and where it can go.

I'm in favor of awarding charters by seniority. I can't think of one good reason why I am, except my Contract says I am. Therefore I must be. It's a binding Contract forcing all of us to be in favor of it. We're married to it. There are 6334 Flight Attendants who might be able to give you a good reason to be in favor of it. They were called "yes voters" and they approved this Contract that awards charters by seniority. Bad marriage? You tell me, and if so then read on because we have a good pre-nup.

As a result of that Contract vote, about 1% of us receive 100 percent of the charter double time benefit. 85 Flight Attendants out of 8,528. This exclusive club was awarded almost 500 charters in 2005 alone. Management contracts about 8 to 10 charters weekly that's about 1 per base per week. They feed at this charter trough repeatedly. Most are topped out around \$50 per trip and with double time, \$100 per trip. In fact, in some cases they live in Dallas but base themselves elsewhere just so they can "charter harder" while we junior "charter martyrs" are dying before we can get that coveted charter double time.

Over 80% of us voted yes for this Contract that awarded charters by seniority completely contradicting a Union survey confirming only 20% of us preferred awarding charters by seniority. I'm quoting from our first Union survey, Question 17 asking for

your opinions on the present charter award system. Thirty eight percent of you went on to say you preferred a charter rotation system while another 27% of us wanted some form of limit on charter awards per Flight Attendant per month. Our Union Negotiating Team (NT) was aware and concerned that a consensus was obvious and change may be in order. Our UNT slogan was "My Team Speaks for Me". Keeping that in mind, the NT put out the March 2003 edition of the Contract Connection newsletter. In this edition the NT proposed a new Article 34 called Charters using language like "equitable distribution" for awarding charters. This is a perfect example of our Membership speaking and our NT listening.

The NT fought long and hard, and they accomplished some major goals at the table. Unfortunately, this issue was left on that table. That survey revealed a consensus within the Membership but votes were cast on the package, not on single issues and this one was sacrificed. Other issues took front seat, like retro pay, anxiety and apathy. In negotiations this is called a compromised Contract leaving unfinished business at the table, festering to be resolved.

The power of seniority rules charters for now. When we as the majority want change, we can make that change by voicing our opinion to our Union. If you feel our charter award program treats 99% of us like 8 tracks and 1% of us like iPods then respond to this article at unityfeedback@twuatd.org to politely tell them how you feel. If a majority of the Membership wants to change the lopsided charter award status quo, and I believe they do, your Union is pro majority. They will fight for you once again. If enough of us send in our thoughts, we can change the status quo and use our ironclad pre-nup, a Contract side letter. We don't have to wait until contract renewal time in June of 2008 to renegotiate.

I believe that Management has a huge incentive to negotiate a side letter. Those 500 charters in 05 require 1500 FA's, each ranging about 15 to 25 trips for pay (TFP's). Working legs paid at double time. If charters are no longer exclusive to super seniors every junior FA who works a charter is paid less and still

making the double time. Do the math. Less labor cost multiplied by thousands of charter TFP's annually equals a major potential savings on labor cost for Management. This is known as leverage and it is delicious bait. We own it and management will devour it. We can re-negotiate and award charters equitably. Negotiate some of the savings to Management as "come to the table incentive" and spread most of it out to the entire Membership via a pay increase like trip pay or another paid holiday (or seven). You tell me.

By this time, many of you might be asking, "Why am I writing the 'POINT' side of this argument since I'm advocating changing the current charter system?" Good question. Like I said earlier, "I'm in favor of awarding charters by seniority. I can't think of one good reason why I am, except my Contract says I am." So for those who want change, you're going to have to work for it and make your voice heard.

We may not have had the push we needed and this issue fell through the cracks. Your Union is begging for more involvement. Not to become a pull toy and jump on the "Yes Fest" train to the status quo, but to become aware and informed, avoiding scenarios like this one. If you're not telling the UNT what you're thinking, then who will? If you don't, our slogan is blurred and mistaken, "My Team Speaks for Me" shouldn't become "My Team Thinks for Me".

Now let's hear the other side of this debate...



COUNTERPOINT

by Brian Talburt
PHX F/A #4806

What step is it in the Contract that provides \$101 per TFP? How many years are required until one reaches that step? I think it is important that we all have an

understanding of WHEN each and every one of us will reach that milestone.

I have argued for many years that seniority in the airline industry is a wonderful thing that must be earned. While it does provide many benefits such as bidding, vacations, and type of trips flown it too must have its limitations in a unionized workforce. This after all is one of the reasons that Unions exist. Not only to protect us all from the Company but from the inevitable greed that is part of human nature.

This is why in our Contract we have limitations on weeks of vacations bid in the first round otherwise I and other "senior" people would have off for EVERY

holiday leaving only the scraps for those lower on the list. This is why we have a first come first serve policy on pass riding and jumpseat privilege. Otherwise the junior folks would ALWAYS be at the end of the line. This is also why our Pilots many years ago addressed the "greed" issue by placing a limit on the amount of "open time" that could be bid. This assured a more level playing field where the wealth was spread out a little. Otherwise in their case the rich would get richer and the junior folks would...

Imagine a world where an individual "senior" Flight Attendant had the opportunity to earn \$24,500 in a MONTH (yes you are reading correct that is in one month) while her "junior" coworker earned \$2,450 in the same month, working the same amount of days. This would represent 10 times the income with the same days worked? Would this be "fair"? Is this what "seniority" is about? Well this scenario was real and actually did occur. Our current charter system allowed an individual Flight Attendant to amass 517 trips for pay in a given month. The reply from one of our past Union Officers was "That is what seniority is all about". In the world according to me it is not.

Apparently I am not alone on this particular planet as our own Union attorney that represented SWA F/A's in a previous Contract too disagreed with this practice and its unfairness. He stated, "I do not believe our intention was to allow certain persons to hoard the most valuable flying opportunities." He further stated "I recall that we all felt that the premium rates we negotiated for charter flying was a significant benefit to all Members." He finished by stating "Most other Contracts in and out of the airline industry have provisions requiring the Company to spread around premium pay opportunities".

In our most recent contract survey 78% of the Membership wanted a more "fair and equitable system" for spreading around our charters. Why then has this not been changed? Why did EVERY member of our past Negotiating Team privately confirm to me that it was his or her intent to change this system? Why then was this not changed in our Contract? The reasoning given was the Company did not want a change. Why would the Company be concerned about this as it is of NO cost difference to them? It was their intent to protect this valuable flying to the few "chosen" people. Imagine a company the size of SWA and its CEO (Jim Parker) assuring via written correspondence to the "chosen few" that their little perk would NOT be disturbed. What "legitimate" Union would allow such a practice to continue? This is by nature contrary to the very spirit of a UNION'S existence.

What has been proposed in the past is a limit on charter flying that will assure that seniority will continue to be a valuable benefit but WILL have a limit as well. What I have endorsed is a limit on ONE charter

(Continued on next page)

POINT/COUNTERPOINT

(Continued from previous page)

per month for any individual. Once this has been used that person can continue to bid on a future charters but will be awarded one only after others have had an opportunity should they desire. This will prevent the "hoarding" of premium flying" and will "spread around" those premium pay opportunities. Will this enable everybody to fly charters? No, but it will allow many more people to enjoy this valuable opportunity. It will further create a system that reflects a level of fairness that will only strengthen the unity of our group for future Contract negotiations. This is NOT an issue of seniority, rather an issue of what is right and just.

Editor's Note: Point/Counterpoint articles are designed to present two sides of an issue to create Membership discussion. When the Local 556 Editorial received the current "POINT/COUNTERPOINT" articles from the authors, both were advocating changing the current system of awarding charters. This was not the goal of the article, however, we know that our Members do have differing opinions on the subject, and we hope to hear from both sides. Please make your opinions heard by emailing us at unityfeedback@twuatd.org.

It should be noted that in past Union surveys, many of our Members supported changing the Charter System, however there was not an overwhelming majority that agreed on HOW it should be done. The Negotiating Team did research Charter history and trends including the fact that many Charter go un-bid or un-confirmed. The Negotiating Team did propose changes to the Charter Award System during Contract negotiations. While we did achieve one major change to the Charter Award System, most of the Union's proposals were rejected by Southwest Airlines. With Charters making up a very small part of overall flying, the Negotiating Team eventually had to prioritize the most important issues affecting the most Members.

Tell us what you think! Send an email to:
unityfeedback@twuatd.org

Comments from Last Quarter's "POINT/COUNTERPOINT" Article (Reserve/Lineholder Trading):

"Line trading is so morally wrong. We need to do whatever it takes to abolish this practice as soon as possible. We shouldn't wait until we negotiate a new Contract. This issue is too important and correcting this wrong is URGENT."
-John

"I have to speak up about this subject in favor of Richard's point. I believe he is totally right in saying 'be careful what you wish for, you might get it.' The people have to realize that they voted this contract in (if they voted). I believe people don't inform themselves with the issues at hand and vote blindly or don't vote at all."
-Anita

"I agree with the counterpoint side. I do not think it is fair for someone junior to me to jump ahead in seniority for reserve. Remember how senior Flight Attendants used to change bases for vacation seniority? That wasn't fair either. And now they can't do that anymore."
-Dinah

"I know that many things in life are not fair, but I believe that to most Flight Attendants at any airline they will tell you that seniority is very important to them. With that said, I hope that in the future some kind of 'provision' will be made to Article 12, p.4. so that we do not have to see line trading ever again. I believe every Flight Attendant should go through the process the right way."
-Kathy

IMPORTANT POINT/COUNTERPOINT NOTICE!

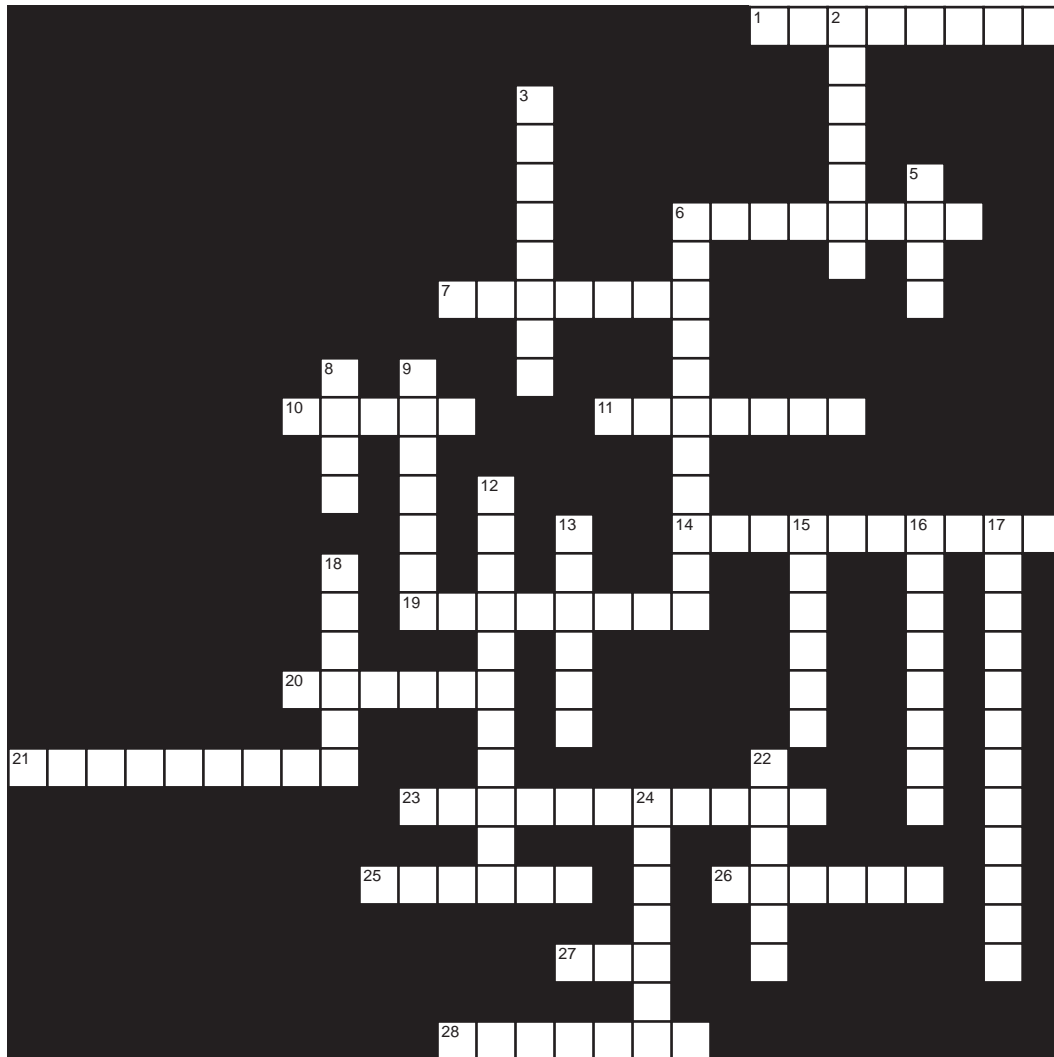
The "POINT/COUNTERPOINT" article in the next issue of *UNITY* is going to be a controversial one - the subject of minimums. In a 2001 survey, the question of whether or not the Membership supported minimums was posed. An overwhelming majority said NO. Recently though, it seems more Members are considering the concept of minimums as a positive thing. We obviously have strong feelings on both sides, and thought it would make for a good "POINT/COUNTERPOINT" debate.

In an effort to get more people involved in making contributions to *UNITY*, we are asking Members to submit a very short essay in 200 words or less as to why you support or do not support the concept of minimums. The Editorial Team will review all of the responses and will choose two authors to write next quarter's "POINT/COUNTERPOINT" article.

Contributions must be made by email. Please include your name, base, employee number, phone number, and email address at the bottom of your essay (this information will not count toward the 200-word count). Please email submissions to unityfeedback@twuatd.org no later than August 25, 2006. We look forward to hearing from you.

What's in a Name?

This crossword puzzle will help you get to know your Union Leaders better and also highlights the authors of the articles in this issue of *UNITY*. The answers are the last names of people mentioned in this issue, and all answers can be found somewhere in this issue (hints for which page to find the answer are found in the parentheses). Good luck!



Across

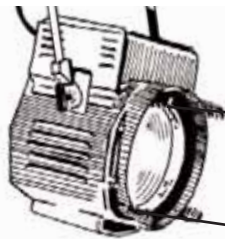
1. DAL Rep. (p. 6)
6. MDW Rep. (p. 7)
7. Helped negotiate Reciprocal Cabin Seat Agreement (p. 16)
10. "POINT" (p. 26)
11. "COUNTERPOINT" (p. 27)
14. Longest consecutive time on the Grievance Committee (p. 21)
19. FYI Guru (p. 24)
20. Daxton's mom and "Nature girl" share this last name

- (p. 15 & 21)
21. PHX Rep. (p. 11)
23. UNITY Editor (p. 2)
25. Caffeine Anyone? (p. 25)
26. This Amy goes by "Amy Lynn" (p. 21)
27. "firecracker" (p. 21)
28. Eva's mom (p. 21)

Down

2. Put up or Shut Up (p. 22)
3. Recording Secretary (p. 19)
5. MCO Rep. (p. 10)
6. BWI Rep. (p. 6)

8. Pays the bills (p. 23)
9. Grievance Committee Chairperson (p. 21)
12. HOU Rep. (p. 8)
13. NEW TWU Local 556 Health Coordinator (p. 19)
15. OAK Rep. (p. 9)
16. The prez. (p. 4)
17. TWU Legislative Rep. (p. 14)
18. "The French Lady" (p. 19)
22. "Spotlight On..." (p. 30)
24. Can tell us a thing or 2 about turbulence (p. 18)



"SPOTLIGHT" ON Michael McNeil

HOU F/A #51400

We often like to pair the person we choose to "Spotlight" with the theme we choose for each issue of *UNITY*. Since our theme this quarter is "Take Action - Become Involved in Your Union, Your Community, and your Country", we had an easy choice to make... HOU Flight Attendant Michael McNeil.

Michael was born in Port Arthur, TX, and went to Prairie View A&M where he majored in Music Education and minored in Political Science. Before working at Southwest Airlines, Michael worked for Compaq Computer Corp., but the corporate life wasn't for him, and in 1999 he decided to take the plunge and began working for Southwest Airlines.

Michael's interest in our Union happened early on - in fact, he flew his first trip with Portia Reddick White, who would soon become one of our Local's Officers, and then went on to work for TWU International as a Legislative Representative.

During their 3-day trip, Michael and Portia talked about Unions and the importance of getting involved. Michael remembers Portia saying, "Don't just talk about helping the Union - DO IT!" So when the Precinct Captain (PC) program was developed, he felt that would be the perfect way to get his feet wet with Union involvement.

During Negotiations, when Stacy needed help in the Houston base, Michael was VERY high on the list of PC's that Stacy knew would get the job done. It wasn't long before Michael became a

Lead Precinct Captain because of his willingness to help and Leadership abilities.

Community Action, Voter Registration, and Civil Rights are all very important issues to Michael. He has participated many times in voter registration drives, and most recently, he was asked by our Local to participate in the AFL-CIO Civil and Human Rights conference in Baton Rouge, LA along with his Union mentor, Portia Reddick White.

There are many others who have influenced Michael in his many areas of involvement. When we asked Michael who his biggest influences were in the areas of the Labor Movement, Union Involvement, Community Action, and Civil Rights, Michael had this to say. "My biggest influence in the Labor Movement I must say is A. Philip Randolph. As for Union involvement, Stacy Martin. Community Action, that's easy my Parents Oscar & Theresa McNeil. In Civil Rights, that would be my aunt Rosa L. Harris. She would pay peoples poll tax so they could vote. The Poll Tax was a way to keep poor people from voting." No wonder voter registration is so important to Michael.

For Michael, Union involvement doesn't stop when he leaves the airport. Michael's wife Carolyn is a Member of Communications Workers of America Local 6222. Michael says, "My wife Carolyn and I try to instill in our son Marquis the importance of voting and the Labor Movement. Unions are BIG in our home."

"Southwest is a great Company and I'm proud to work for



such a wonderful Airline. But I'm more proud to stand with my Union Brothers and Sisters to make Southwest even GREATER!" Michael says. He gives the following advice to Flight Attendants who ask how they can get more involved in their Unions and Communities. "My advice is to go to Membership Meetings to be a part of what can make Local 556 strong. In your communities find out what Unions are doing there. Find out if TWU has another Local in your community. Get to know other Unions and their Members."

Great advice Michael. Thank you Michael for sharing your experience with Union and Community activism with us.

IMPORTANT NOTICE:

TWU Local 556 is looking for Flight Attendants who would like to volunteer to be leaders in a drug and alcohol peer support group. If you are involved in a 12-Step program and are willing to help other Flight Attendants, call 800-969-7932 and ask for extension 28 during business hours or after hours press *828.

TWU DLPA

(Continued from page 14)

lobby visit. As you can see, there are many Flight Attendant issues that the TWU DLPA oversees and as such we invite YOU to take an active part.

There are several ways for you to get involved, but please take the time to do the following:

- Register to vote
- Make sure your eligible family members are registered to vote
- Make sure your friends and neighbors are registered to vote
- VOTE!

Legislators listen to constituents who vote and we need you to be involved first by voting then by become activists with issues that interest you. We can do it together.....and as they say.....together we'll make a difference. I look forward to seeing YOU involved!

SWA/AA/AE RCSA

(Continued from page 17)

19. Are there blackout dates on the RCSA? No. However, AA & SWA reserve the right to impose an embargo prohibiting travel on certain dates or routings at any time. You can ask whether there is an embargo when calling the individual airlines reservations line.

20. Is this arrangement with American Airlines permanent? RCSA privileges that have been negotiated with American Airlines are permanent in so far as either AA or SWA may terminate the agreement at any time for any reason.

21. Are other carriers going to offer us RCSA privileges? RCSA privileges with additional carriers may be considered and/or negotiated based on the success of the AA agreement and after completion of an overall cost benefit analysis of the individual agreement(s).

22. To whom should I direct additional questions that I may have about RCSA privileges on American Airlines? Please contact your Department's Leadership or TWU Local 556 (800-969-SWFA) with any additional questions you have about this program.

PUT UP OR SHUT UP

(Continued from page 22)

I tell you this not to brag about how far I have come in my understanding of Unionism. I tell you this so that you might possibly see something simi-

lar in your perception of our Union.

I ask a simple question. What have you done for your Union? What sacrifices are you willing to make for your and our collective future? My favorite quote of all time is JFK's "Ask not what your country can do for you but what you can do for your country".

The turning point for me was when someone that I love asked me what I had done to help out. This was an epiphany for me and I realized that it was time to "Put Up or Shut Up". While my initial actions (or reactions in my case) were not productive, (I learned that they stemmed from misdirected anger at our Union instead of Management) I kept at it and remained involved in trying to affect change for my fellow Flight Attendants. So what are you willing to do for the betterment of your Union? You can start by taking baby steps to get involved.

- Stay informed. Read or listen to your Union's communications. Apathy and complacency is Labor's worst enemy that Management loves to foster.
- Go to Union meetings. There are four Membership meetings held in each base every year.
- Vote in all of our Union elections.
- Volunteer for a Union Committee or in any area of interest to you.
- Sign up to be a Shop Steward.
- Sign up to be a Precinct Captain.
- Run for a position on the Executive Board or the Negotiating Team.
- Become a member of COPE

Please contact me if you would like more information on how you can become involved at **(505) 442-2433** or **bnevarez@twuatd.org**.

SCHEDULING COMMITTEE UPDATE

(Continued from page 20)

used to create pairings and lines for all our domiciles. Why allow 10-15% of the Members make the decisions for all of us? In concert with the theme for this issue of *UNITY*, "Take Action".

We are also looking to add some new Members to the Scheduling Committee from all Domiciles. This is a detail-oriented position, and if you are interested in participating, it will require a commitment from you to be in Dallas when the lines are built, as well as other times to help with the building of pairings. Please feel free to contact me if you have any questions or would like more information. My email address is **kwhiteley@twuatd.org**. Once again, thanks to all Flight Attendants who have served, and those Flight Attendants that continue to serve on this Committee. I look forward to working with you all in my new endeavor.



"To the wrongs that need
resistance, To the right that
needs assistance, To the
future in the distance, Give
yourselves."

Carrie Chapman Catt, Founder
League of Women Voters
1859-1947

